

hires may be extended up to an additional six (6) weeks by mutual agreement between the Company and the Union.

- (9) (a) Separation from the payroll will occur only upon written notice by the Union to the Company that an Employee has failed to tender payment either as a Union Member or agency fee participant. The Union agrees to indemnify the Company from action taken under this provision.
- (10) Section 3: During the term of this Agreement, the Company agrees to deduct from the earnings of all Employees who, on the date of this Agreement, are members of the Union and who thereafter become members and have signed and delivered to the Company, authorization cards to check off stipulated monthly dues, together with initiation fee, if payable, and pay same monthly to the Financial Secretary of Local 502. Furthermore, the Company will likewise check off from the earnings of all Employees who are not members of the Union but who give written authorization to so deduct the equivalent agency fee and pay same to Local 502. Said authorization shall be binding and effective upon such Employees who give said authorizations. Employees may revoke their check-off authorization in accordance with revocation provisions but must then pay their dues or fees direct to the Union.

LOCAL 502, IUE-AFL-CIO  
INDIVIDUAL CHECK-OFF  
AUTHORIZATION

To: \_\_\_\_\_  
(NAME OF COMPANY)

Effective Date: \_\_\_\_\_

- (11) I authorize and direct you to check off from my pay each month the sum of \$ \_\_\_\_\_ as my monthly Union membership dues, (agency equivalent fee), including initiation fee of \$ \_\_\_\_\_ (if payable) and promptly to remit same to Local 502, IUE-AFL-CIO.



- (12) This check-off authorization shall continue until revoked and may be revoked only at times and in the manner provided below and shall be irrevocable for a period of one year from \_\_\_\_\_20\_\_\_\_ or until the expiration of the Agreement between the Company and the Union (whichever occurs sooner), and shall be irrevocable for each succeeding year thereafter, or until the expiration of the said successive applicable Agreement between the Company and the Union (whichever occurs sooner), unless it is revoked by me within the seven (7) days preceding the end of such period of irrevocability.
- (13) Revocation shall be effective only if I give you and Local 502 written notice by individual registered mail, return receipt requested, and it is received or postmarked during the period specified above.

\_\_\_\_\_  
(EMPLOYEE'S SIGNATURE)

Dept. \_\_\_\_\_ Clock No. \_\_\_\_\_  
Local 502, IUE-AFL-CIO

- (14) Section 4: The Union agrees not to coerce or intimidate any employee into becoming a member of, or continuing membership in the Union, and the Company agrees not in any way, to discriminate against any employee who fails to request the continuation of the deduction of his initiation fees and/or dues after the life of this Agreement.
- (15) It is further agreed that there shall be no discrimination by the parties on the basis of race, color, religion, national origin, creed, sex, age, or any other reason.
- (16) Section 5: There shall be no discrimination against any employee because of his membership in the Union or because of his acting as an officer of or in any other capacity on behalf of the Union.
- (17) Section 6: The Company recognizes the Chief Steward, Assistant Chief Steward, and three (3) Shop Stewards and agrees to pay each of these Stewards at their classified rate for the day of arbitration hearings and all time spent while attending scheduled negotiation meetings, exclusive



of overtime for contract negotiations on Saturdays, Sundays or holidays. The Company also agrees to pay each of these Stewards at their classified rate for time spent on legitimate, Company-related Union business.

- (18) It is understood that all individuals enumerated in this Section are full time employees of the Company and the time spent by them on legitimate, Company-related Union business shall not exceed that time reasonably necessary for such purposes. All time utilized must be properly reported in the production time collection system. The Company will continue to provide the Union with an office.

## **ARTICLE 2 BULLETIN BOARDS**

- (19) Section 1: The Union shall have free use of bulletin boards on Company premises provided the same shall not be used for propaganda purposes and provided all notices are first submitted to and approved by the Human Resources Manager.

## **ARTICLE 3 WAGES AND INCENTIVE PAY**

- (20) The Company agrees to add the following general increases to the classified rate:

Effective Upon Ratification - Twenty cents (.20) per hour increase

July 1, 2001 - Fifteen cents (.15) per hour increase

July 1, 2002 - Fifteen cents (.15) per hour increase

Upon ratification, a \$500 gross signing bonus will be provided to all employees who were actively working as of 07/01/00.

- (21) Section 1: Beginners shall serve a probationary period of six (6) weeks, two hundred forty (240) hours after which they shall be regular employees. This time period for new hires may be extended up to an additional six (6) weeks by mutual agreement between the Company and the Union.